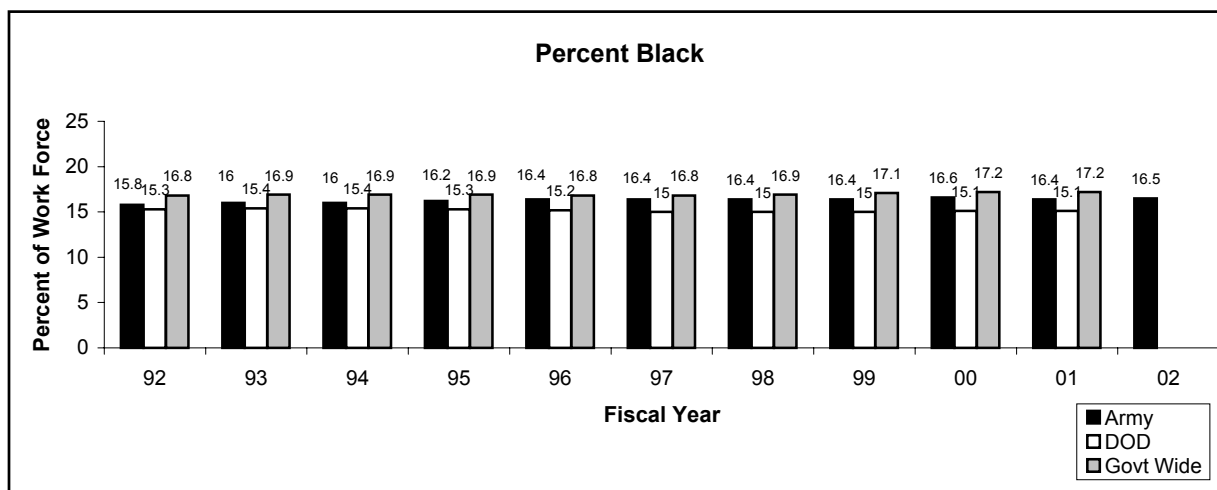
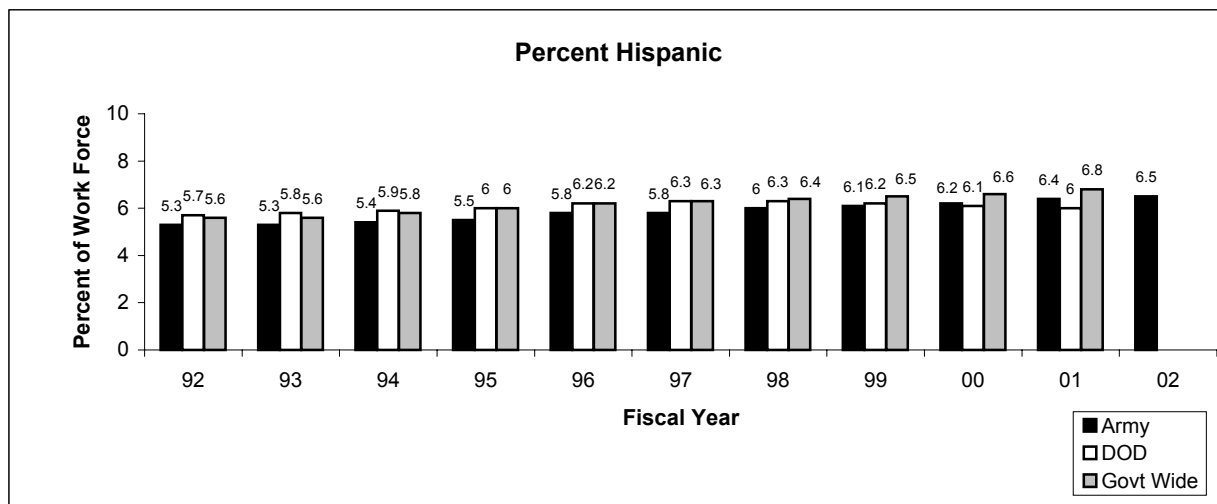


6-1. RNO Breakout of Work Force

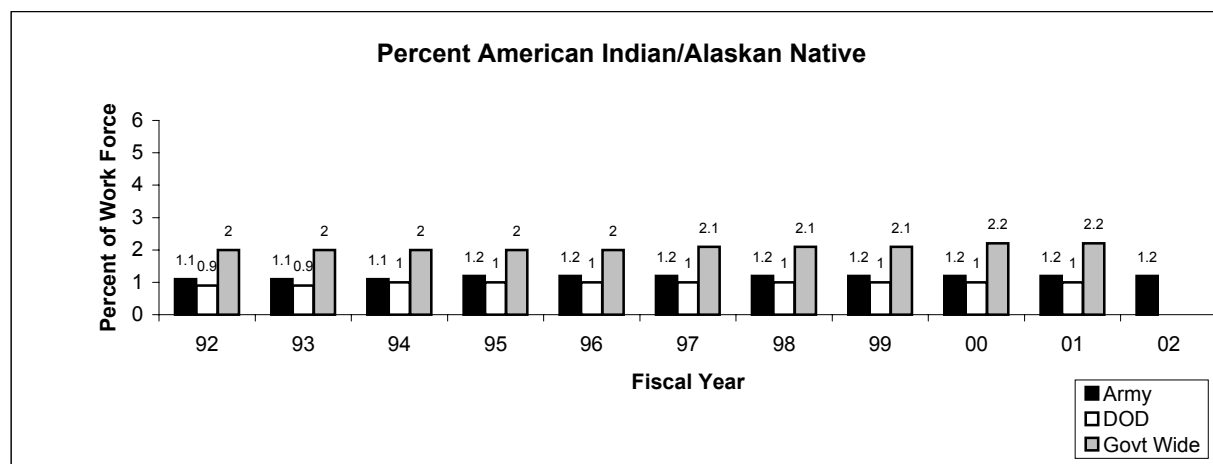
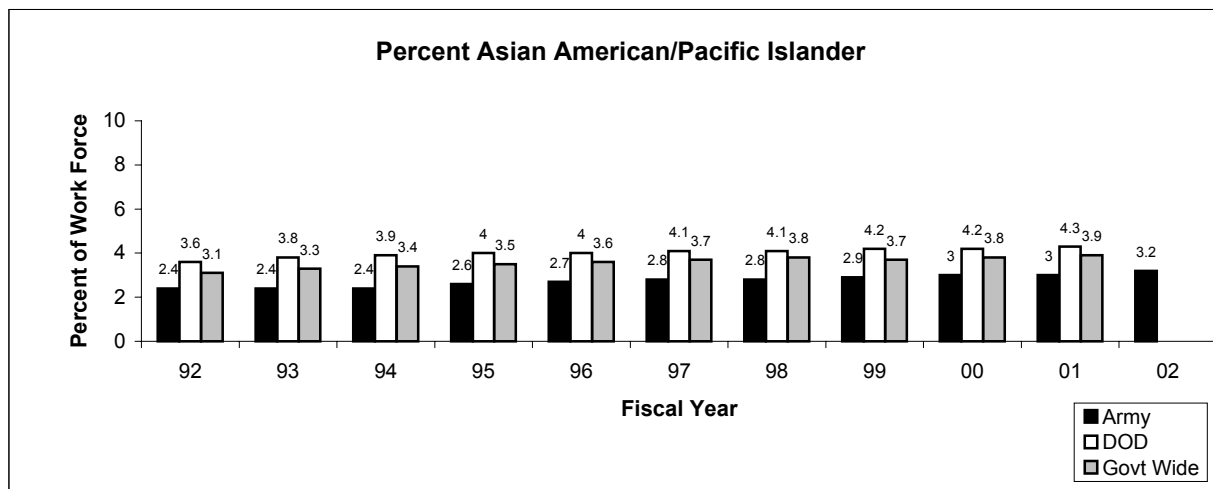
Objective: None Established



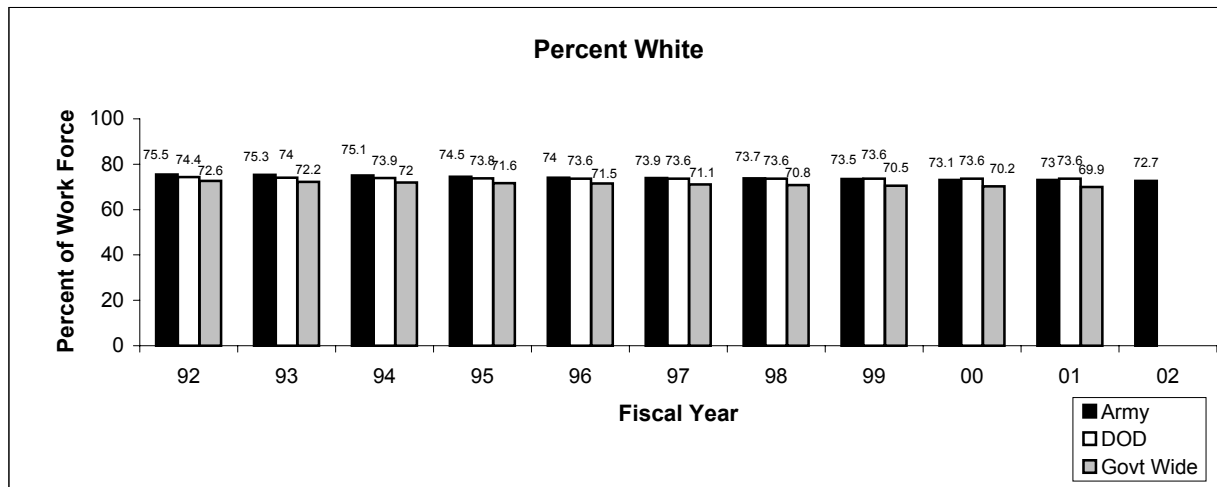
Source: OPM except for FY02 Army data which are from the HQDA Workforce Analysis Support System (WASS).



6-1. RNO Breakout of Work Force (Cont.)



6-1. RNO Breakout of Work Force (Cont.)

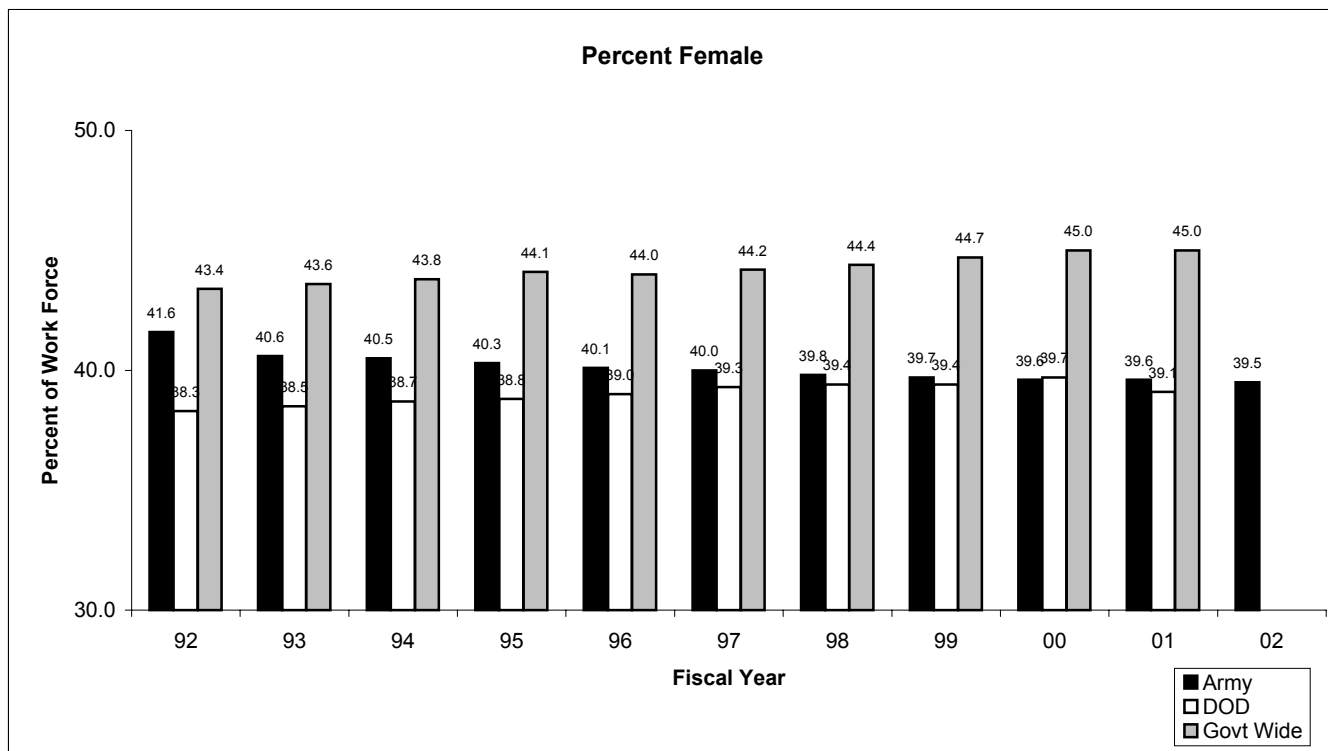


Analysis:

- Downsizing has not had an adverse effect on the percentage of minorities employed by Army. Army's percentage of minorities increased slightly since FY92. The same pattern exists for DOD and the Federal Government.
- Army and DOD are slightly below the Federal Government in percentage of minorities employed.
- The percentages shown are based on employees in RNO codes A - E only.
- FY02 DOD and Government-wide data were not available in time for publication.
- See Appendix, p. A64, for raw data and explanation of the terms "Army," "DOD," and "Govt Wide."

6-2. Representation of Women

Objective: None Established



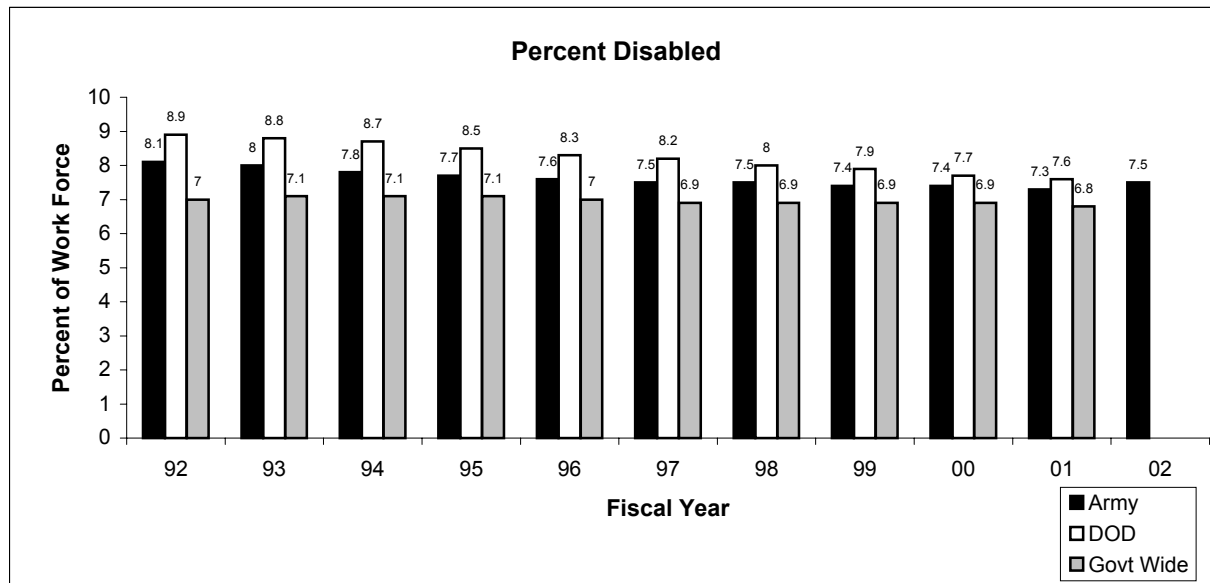
Source: OPM except for FY02 Army data which are from the HQDA Workforce Analysis Support System (WASS).

Analysis:

- Army's percentage of female employees has been slowly declining; the Government-wide percentage have increased slightly.
- Army employed a higher percentage of women than DOD, with the exception of FY00. Both Army and DOD employ a smaller percentage of women than does the Federal Government.
- FY02 DOD and Government-wide data were not available at the time of publication.
- See Appendix, p. A65, for raw data and explanation of the terms "Army," "DOD," and "Govt Wide."

6-3. Representation of Individuals with Disabilities

Objective: None Established



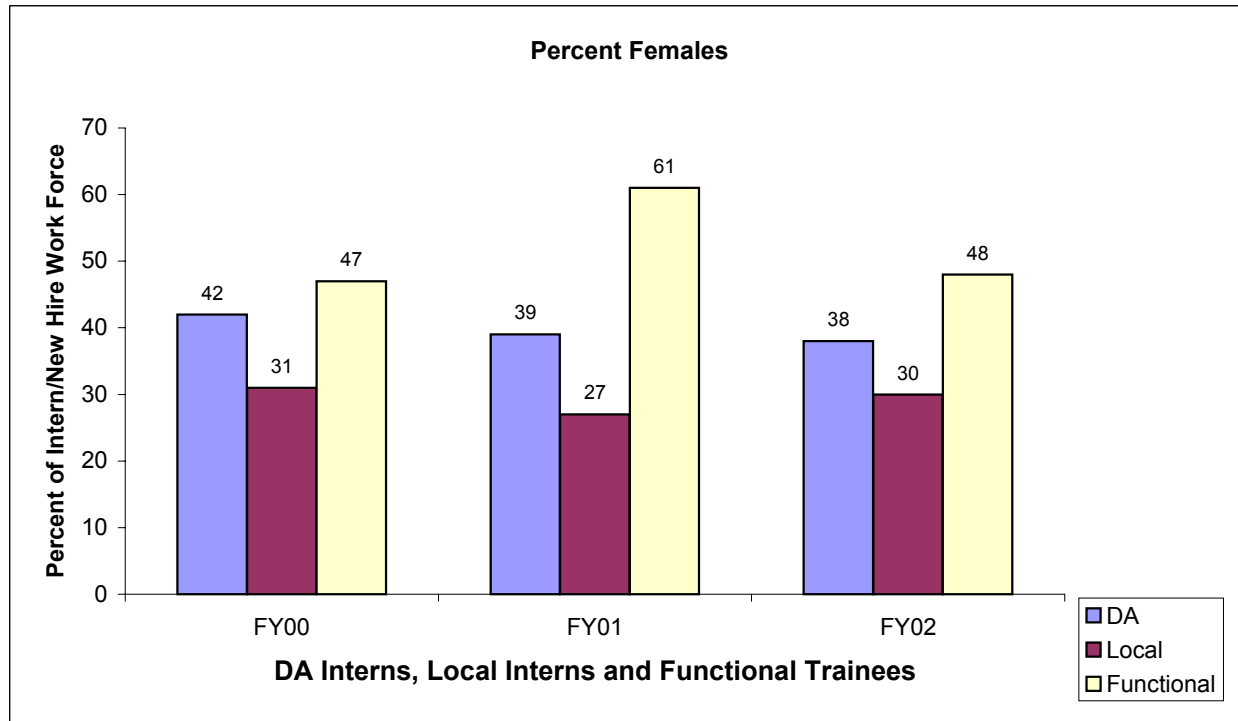
Source: OPM except for FY02 Army data which are from the HQDA Workforce Analysis Support System (WASS).
(Army's 234-EEO Report was not used for FY02 data because it excludes Reserve Technicians.)

Analysis:

- Army's FY02 percentage of disabled employees is slightly higher than it was in FY99 through FY01. The DOD and Government-wide FY01 percentage is slightly lower than previous FYs.
- Army employs a higher percentage of disabled workers than the Federal Government. Army employs a smaller percentage of the disabled than DOD. However, Army is gaining.
- "Disabled" is defined as HQ ACPERS Handicap Codes 06 through 94.
- FY02 DOD and Government-wide data were not available at the time of publication.
- See Appendix, p. A66, for raw data and explanation of the terms "Army," "DOD," and "Gov't-wide."

6-4. Representation of Female DA Intern, Local Intern and Functional Trainee New Hires

Objective: None Established



Source: Modern System. Functional trainees include those employees with SPEP code 'J' and also ALL non-intern employees in grades 5, 7, and 9.

Number of Females

	FY00	FY01	FY02
DA Interns	99	293	60
Local Interns	32	28	105
Functional Trainees	2,861	3,328	5,031

Percentage of Females

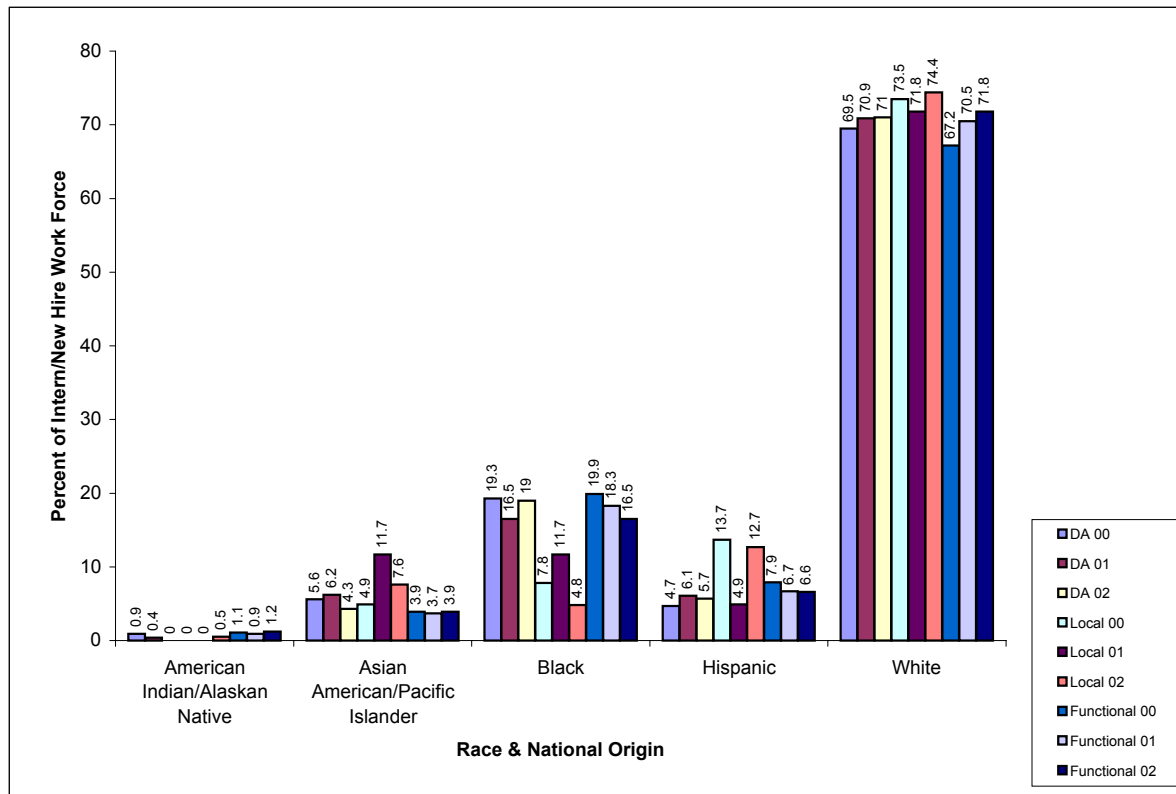
	FY00	FY01	FY02
DA	42	39	38
Local	31	27	30
Functional	47	61	48

Analysis:

- DA Intern Hiring Freeze, implemented in 2nd quarter FY02 due to unfinanced requirement of \$4M, caused minimal hiring instances.
- Army's DA intern females decreased in FY02 by 1 percentage point.
- Army's Local intern females increased in FY02 by 3 percentage points.
- Army's Functional Trainee females decreased in FY02 by 13 percentage points.

6-5. RNO Breakout of DA Intern, Local Intern and Functional Trainee New Hires

Objective: None Established



Source: Modern System. Functional trainees include those employees with SPEP code 'J' and also ALL non-intern employees in grades 5, 7, and 9.

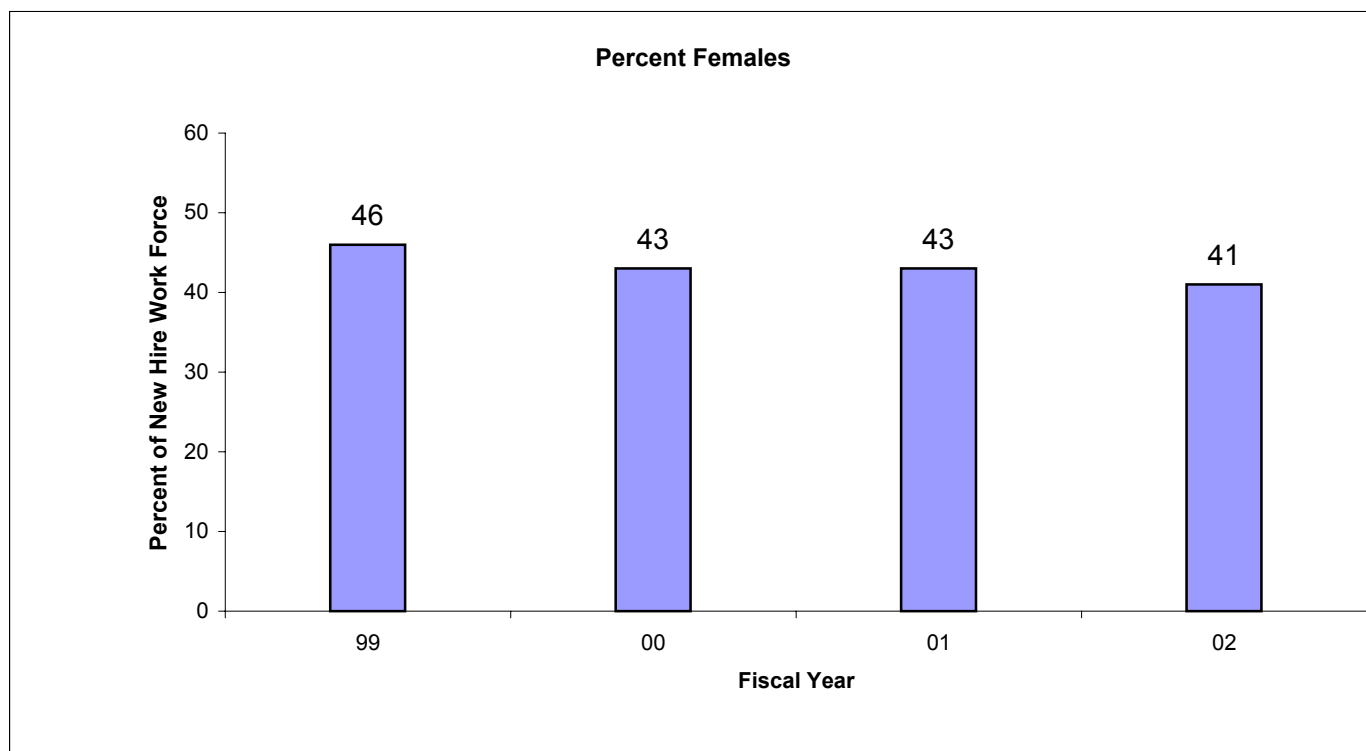
Race/National Origin	DA Interns 00	DA Interns 01	DA Interns 02	Local Interns 00	Local Interns 01	Local Interns 02	Trainees 00	Func Trainees 01	Func Trainees 02
American Indian/Alaskan Native	3	3	0	0	0	2	57	51	127
Asian American/Pacific Islander	13	47	7	5	12	27	239	218	412
Black	45	125	29	8	12	17	1,205	1,076	1,748
Hispanic	11	46	9	14	5	45	481	392	698
White	162	537	111	75	74	263	4,068	4,145	7,602
Total	234	758	156	102	103	354	6050	5882	10587

Analysis:

- DA Intern Hiring Freeze, implemented in 2nd quarter FY02 due to unfinanced requirement of \$4M, caused minimal hiring instances.
- Asian American/Pacific Islanders decreased 2 percentage points for DA Interns and 4 percentage points for Local Interns.
- Blacks increased 2.5 percentage points for DA interns.
- Blacks declined almost 7 percentage points for Local Interns and almost 2 percentage points for Functional Trainees.
- Hispanics increased almost 8 percentage points for Local Interns.

6-6. Representation of New Hire Females

Objective: None Established



Source: OPM except for FY02 data which are from the HQDA Workforce Analysis Support System (WASS).

Number of New Hires

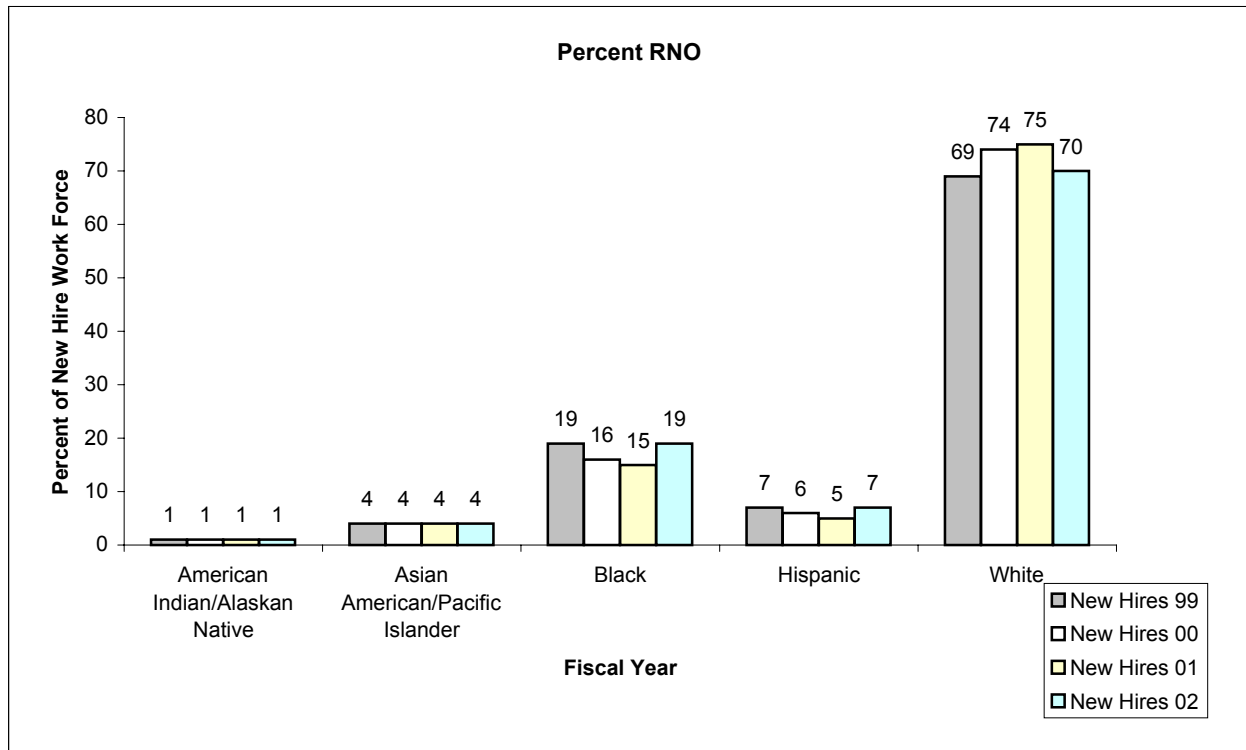
Fiscal Year	99	00	01	02
Female	9,104	9,219	9,782	10,010
Male	10,696	12,163	12,945	14,513
Total	19,800	21,382	22,727	24,523

Analysis:

- Army's percentage of FY02 female hires (41%) was the lower than FY01, and higher than the percentage of females in the workforce (39.5%).

6-7. RNO Breakout of New Hires

Objective: None Established



Source: OPM except for FY02 data which are from the HQDA Workforce Analysis Support System (WASS).

Number of New Hires

Fiscal Year	99	00	01	02
American Indian/Alaskan Native	173	183	181	241
Asian American/Pacific Islander	662	725	815	870
Black	3,227	3,259	3,401	4,445
Hispanic	1,163	1,153	1,113	1,588
White	11,731	15,063	16,587	16,344
Total	16,956	20,383	22,097	23,488

Analysis:

- Army's percentage of minority hiring in FY02 increased as the minority representation in the workforce increased.